

CHAPTER 8

AFRTS Broadcast Personnel

8-100 Training of Broadcast Personnel

1. The majority of AFRTS broadcasters will have received their basic broadcast training at the Defense Information School. While some may have had civilian broadcasting experience, others will have gained their experience **only** through on-the-job training. Therefore, a wide range of experience **levels** **can be** found at almost any AFRTS outlet. Broadcast maintenance personnel will have received most of their elementary training at equipment schools operated by their respective Military Department. Advanced training of either broadcast operations or maintenance personnel is the responsibility of each respective Military Department.

2. The efficiency and effectiveness with which an AFRTS outlet performs its mission is directly related to the qualifications of its assigned personnel. Broadcasting is people talking to other people to inform them, entertain them, and, in some cases, educate them. To be effective, it must be done well, or it should not be done at all. The time, effort, and money involved in establishing an AFRTS outlet shall be largely wasted if an amateurish staff fails to attract and sustain a substantial audience, or, through ignorance, becomes involved in areas sensitive to the host-nation. It is the responsibility of each Outlet Manager and/or Network Commander to have a strong training program in place at all times. All personnel assigned to an AFRTS outlet and/or network should have the opportunity to not **only** become more proficient in their own assigned duties through a valid training program, but **should also** have the opportunity to learn **as many** of the major tasks of other personnel as possible, not only for their **own** benefit, but for the benefit of the other AFRTS outlets where they may be assigned in the future.

8-101 AFRTS Personnel Staffing Standards

1. AFRTS joint work force staffing standards DoD 5122.10-STD-1 and DoD 5122.10-STD-2, (references (f) and (g)), have been developed based upon a DoD-mandated staffing study conducted by U.S. Air Force work force analysts, acting as DoD executive agent. These documents, along with DoD 5122.10-STD-3 (to be published) are to be used as the primary guide for staffing AFRTS outlets and for manpower and budgeting considerations in the DoD **Planning, Programming, and Budgeting System (PPBS)**.

2. The proportionate share mix of the authorized and required staff shall be based upon the authorized audience of each Service within the geographical area, as reported by the Unified Command Population Statistics Report. Distribution of the derived work force within the geographical area shall be the responsibility of the Broadcasting Service. Distribution of the work force within a geographical area that effects another Service **shall be** coordinated with that Service before implementation. Each Service is responsible for ensuring its work force posture is as close to 100 percent of the authorized and/or funded requirement as possible.

3. AFIS is responsible for the publication and update of the AFRTS Joint Service Application Report (JSAR). The JSAR provides the worldwide work force requirements, authorizations, and staffing level of each military department broadcasting service; all negotiated MOU's/ISSA's; and is the source document in the planning, programming, and budgeting cycle to obtain any shortfalls in the required work force at Service level. Each Service shall provide for its area(s) of responsibility any changes in the work force structure contained within the most recent issue of the JSAR. Any facility that is jointly staffed shall have the work force level of staffing (authorized and required) coordinated with the other Service(s) involved prior to submission to AFIS for publication in the JSAR.